

KINGS RIVER
CONSERVATION DISTRICT
DEPUTY GENERAL MANAGER
- POWER RESOURCES



UNIQUE OPPORTUNITY

This is a unique newly created opportunity
to assume a leadership role for a
leading resource management agency.





THE REGION

Located in the agriculturally rich Central San Joaquin Valley, the Kings River Conservation District (KRCD) serves segments of Fresno, Kings and Tulare counties. This region is well known for its proximity to Yosemite, Kings Canyon and Sequoia National Parks as well as the San Francisco Bay Area and Southern California. The nearby Sierra Nevada Mountains offer numerous recreational opportunities such as sailing, snow and water skiing, fishing, hiking and backpacking.

The District's main offices are located in Fresno, the hub of Central California and the site of the regional headquarters for a variety of industries and businesses in this heartland of the State. Fresno averages over \$2.9 billion annually in the production of more than 220 different commercial crops, livestock and poultry. It is easy to understand why this region is known as "America's Bread Basket".

An added benefit of living within the Kings River Conservation District region is that excellent urban, suburban, rural foothill and mountain housing options are available at price levels significantly lower than other metropolitan areas of California.

KINGS RIVER CONSERVATION DISTRICT

In 1951, the State of California took steps to secure its natural resources in the Kings River watershed. Through special legislation, the Kings River Conservation District was formed. Today the District is a leading public resource management agency for 1.2 million acres in portions of Fresno, Kings and Tulare counties. The District has the responsibility of planning for the proper management of water within the service area, including essential flood control and groundwater management. The District also operates the Jeff L. Taylor Pine Flat Power Plant, a 165-megawatt hydroelectric facility at the base of Pine Flat Dam and a 97-megawatt gas - fired

KINGS RIVER CONSERVATION DISTRICT MISSION

The mission of KRCD is to provide flood protection, cooperate with other agencies to achieve a high quality water supply and develop power resources on the Kings River for the public good.

peaking plant in Malaga, which began service in September 2005. KRCD is also a participant in the Kings River Fisheries Management Program (FMP), an effort with the Kings River Water Association (KRWA) and the California Department of Fish and Game (CDFG) to develop a sustainable fishery in the Pine Flat Reservoir and the downstream Kings River. KRCD is also the lead agency in an innovative energy program, Community Choice Aggregation, which permits cities and counties to combine the electrical loads of their residents, businesses and municipal facilities for bulk electricity purchases. Thirteen municipalities are working with KRCD to form the San Joaquin Valley Power Authority and implement the first Community Choice Aggregation program in the

State. The District currently has fifty-eight employees, an operating budget (2006-2007) of \$15 million with primary sources of revenue from power sales, project reimbursements and grants.

THE POSITION

The Deputy General Manager – Power Resources, under the administrative direction of the General Manager oversees, directs and coordinates all power resources related activities, serves as a member of the District's executive management team; makes recommendations and participates in the development and implementation of District goals, objectives, priorities and and policies

Key responsibilities of the DGM-PR:

- Participate in the establishment of short and long range goals and strategic planning; participate in the development and implementation of the District's strategic plan.
- Direct the operations and maintenance of the District's responsibilities associated with its power resource activities.
- Work with federal, state, and local governing bodies to ensure that the operational and regulatory requirements of the District are addressed.
- Organize and direct staff and consultants in the



- District's technical activities involving power resources.
- Represent the District in various local, state and national forums relating to power resources management.
- Prepare and administer the annual Department operating and capital expenditure budget.
- Direct and oversee the monitoring of proposed legislation and regulations impacting the Department.
- Coordinate with other managers and staff in regard to projects which cross administrative lines
- Review and analyze reports, studies and communications.
- Direct permitting for the base-load generation project by first quarter 2008 and commercial operation date by 4th quarter of 2010.
- Develop and construct low hydro and other renewable energy generating facilities.
- Oversee operations and maintenance of the Jeff L. Taylor Pine Flat Power Plant in a manner that will maximize plant reliability and energy production from irrigation demand and flood releases.
- Oversee operations & maintenance of the Malaga Peaking Plant in accordance with the Power Purchase Agreement with California Department of Water Resources (CDWR) in a manner that maximizes bonus payments under the agreement and maintains the plant in the best possible condition.
- Acquire full ownership of the Malaga Peaking Plant to provide peaking energy for the District's Community Choice program by 2012.
- Secure financing for construction of a low-head hydro plant at FID's Gould Weir.

KEY ISSUES AND PRIORITIES

As part of the recruitment process, the General Manager and key stakeholders emphasized some of the following core activities and goals of the position:

- Develop and construct a base-load gas turbine combined-cycle power plant to provide energy for the District's Community Choice program.

KINGS RIVER CONSERVATION DISTRICT VISION

KRCD's vision as a lead resource management agency for the Kings River is to provide:

- A balanced groundwater basin
- A reliable power supply
- Effective and efficient flood protection
- Balanced environmental actions

Key Tenets for the Power Resources Branch are to increase the reliability of electric power supply to the KRCD service area; stabilize costs; and provide for local involvement in energy decisions.

KRCD'S CORE VALUES ARE:

- Integrity, respect and openness in dealing with people
- An atmosphere of teamwork, enabling leadership and learning
- Adherence to principles of professionalism, accountability, excellence and innovation at all times
- Solutions that are practical, politically and economically feasible, scientifically sound and environmentally sensitive

- Oversee development and implementation of renewable generation projects (solar, low-head hydro, biomass) to meet RPS requirements of the San Joaquin Valley Power Authority.
- Oversee development of additional storage and hydro power facilities on the Kings River and its tributaries.

THE IDEAL CANDIDATE

The Deputy General Manager – Power Resources will assume a newly created position for an organization that is exploring additional energy resources in order to add reliability and stability to the valley's power grid, influence maintenance decisions and reduce costs for consumers.

Education and Experience

Qualified candidates will have significant experience in power resource management and development (planning, construction, and/or operation of power generation facilities, CEC permitting for generation plant) with a leading management resource agency or service utility; a Bachelor's degree in engineering, economics, business or a related field; an advanced degree or professional engineer certification is preferred but not required.

Competencies and Personal Characteristics

Demonstrated skills:

- A strong leader, well organized
- Capable of serving as a role model for the organization, exemplifying KRCD's mission and vision





- Ability to earn the trust and confidence of supervisor, peers and constituents
- Strategic planner: actively participates in creating a clear vision for KRCD identifying future power resource needs and opportunities
- Strategic thinker: able to connect many ideas and challenges to achieve well-planned, long-term results
- Maintains a big-picture view of the business, making decisions that balance long-term goals and short-term needs
- Visionary: able to see big picture and anticipate need for change
- Execution: implements programs with diplomacy and efficiency
- Leads efforts to continuously improve and streamline organizational processes and explains the benefits of improvements to others
- Communication: excellent verbal and written communication skills, including the ability to translate and explain complex information to various stakeholder groups, and the media
- Decision Maker: makes decisions based on analysis and experience
- Delegation: confidently delegates routine and critical tasks and decisions, sharing responsibility and accountability
- Conflict management: manages situations or discussions with authority to foster a cooperative and productive work environment
- Consensus Builder: brings parties together and resolves issues for their mutual benefit
- Interact effectively with employees, unions, contractors, political bodies and professional associations
- Uses financial data to evaluate strategic and operational options
- Holds employees accountable to meet professional and organizational performance standards and development goals and recognizes positive and negative results

Acquired and applied knowledge:

- Policies, practices, trends, technology and information as it relates to power resources
- Permitting process and legislative protocol at the municipal, county, state and national levels
- Performance management and effective leadership practices
- Resource management
- Organizational development and change management

COMPENSATION

Salary range for the position is \$114,504 - \$131,676 per year.

BENEFITS

A competitive benefit plan is provided which includes:

- Retirement: 9% company match (457 Deferred Compensation Plan or Money Purchase Plan)
- Annual Leave – Eleven paid holidays per year plus vacation and sick leave allowances
- Medical Insurance – District pays 100% of employee and 50% of dependent premium
- Dental Insurance – District pays 100% of employee and dependent premiums
- Employee Assistance Program – District provides at no cost for employee and dependents
- Optional employee paid benefits are also available (Flexible spending and child care re-imbursement accounts, pre-tax supplemental coverage for accident, cancer, and specified events)

APPLICATION AND SELECTION PROCESS

For additional information, contact:



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The filing deadline is **Friday, June 8, 2007**. Please submit a cover letter, resume, five work-related references and current salary.

Following the deadline, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with relevant qualifications will be given preliminary interviews by the consultant. Candidates deemed most qualified will be shared with the General Manager. A final interview designed and administered by the consultants will be scheduled for selected candidates.

